



AIR CANADA COMPONENT

# Canadian Union of Public Employees, Air Canada Component

## **GRIEVANCE FORM**

**GRIEVANCE NUMBER: CHQ-18-14 (POLICY) - REVISED**

**SUBJECT: In-Flight Service Style Standards Book - Removal from Flight Without Pay**

**DEPARTMENT:** Mr. Giuseppe Morello, Director, Air Canada Labour Relations - IFS

**NATURE OF THE GRIEVANCE:**

The Union claims that Air Canada violated the Collective Agreement. Specifically, Air Canada's new Uniform Policy states, "*Repeat incidents of non-conformity or unwillingness to respect our uniforms will result in being removed from the flight without pay*" which is a direct violation of the Collective Agreement, including but not limited to article 14, past practice, Union representation rights, and is an unreasonable application of management rights.

We submit this grievance under articles/clauses 2, 3, 5, 6, 14, 21.01, B6, *the Canada Labour Code*, the *Canadian Human Rights Act*, all other pertinent sections of the Collective Agreement, and any other relevant legislation, act, or statute.

**SETTLEMENT REQUESTED:**

- 1) Air Canada abide by the Collective Agreement;
- 2) Air Canada cease and desist these violations;
- 3) Air Canada immediately revise and amend their In-flight Service Style Standards book;
- 4) Pay damages to the Union;
- 5) Pay damages to any affected member;
- 6) Make all affected employees whole;
- 7) Provide for any other redress deemed appropriate.

**We request a hearing within the contractual time limits and that the Company provide all documentation relied upon in this matter.**

Signature of Employee(s) or Union Officer

Name of Union Officer Originating Grievance: Marie-Hélène Major, President, Air Canada Component of CUPE

Date: August 21, 2018